



# STAATSKOERANT

## VAN DIE REPUBLIEK VAN SUID-AFRIKA

### REPUBLIC OF SOUTH AFRICA

# GOVERNMENT GAZETTE

REGULASIEKOERANT No. 3279

REGULATION GAZETTE No. 3279

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[No. 7744

## GOEWERMENSKENNISGEWINGS

### DEPARTEMENT VAN MANNEKRAG

No. R. 1785

28 Augustus 1981

#### WET OP NYWERHEIDSVersoening, 1956

ELEKTROTEGNIËSE NYWERHEID, NATAL.—  
WYSIGING VAN OOREENKOMS VIR DIE ELEKTRO-  
TEGNIËSE AANNEMINGSEKSIE

Ek, Stephanus Petrus Botha, Minister van Mannekrag verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Elektrotegniese Nywerheid betrekking het, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1981 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1981 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (1) (b) van die Wysigingsooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1981 eindig, in die gebiede gespesifiseer in klousule 1 (1) (b) van die Wysigingsooreenkoms *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerheid by die werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA, Minister van Mannekrag.

801—A

## GOVERNMENT NOTICES

### DEPARTMENT OF MANPOWER

No. R. 1785

28 August 1981

#### INDUSTRIAL CONCILIATION ACT, 1956

ELECTRICAL INDUSTRY, NATAL.—AMENDMENT  
OF AGREEMENT FOR THE ELECTRICAL CON-  
TRACTING SECTION

I, Stephanus Petrus Botha, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Electrical Industry, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1981, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1981, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (1) (b) of the Amending Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (1) (b) of the Amending Agreement and with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1981, the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA, Minister of Manpower.

7744—1

## BYLAE

NYWERHEIDSRaad VIR DIE ELEKTROTEGNIËSE  
NYWERHEID (NATAL)

## ELEKTROTEGNIËSE AANNEMINGSEKSIË

## OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aange-  
gaan tussen die

Electrical Contractors Association (South Africa)

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan  
die een kant, en die

Amalgamated Engineering Union

en die

South African Electrical Workers' Association

(hierna die "werknemers" of die "vakvereniging" genoem), aan die  
ander kant,

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid  
(Natal), om die Ooreenkoms gepubliseer by Goewermentskennisgewing  
R. 1109 van 22 Mei 1981, te wysig.

## DEEL I

ALGEMENE VOORWAARDES VAN TOEPASSING OP HIERDIE  
HELE OOREENKOMS

## 1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word deur werkgewers en wer-  
knemers in die Elektrotegniese Nywerheid—

(a) wat lede van onderskeidelik die werkgewersorganisasie en die  
vakverenigings is; en

(b) wat betrokke is by of in diens is in die landroosdistrikte Alfred,  
Babanango, Bergville, Camperdown, Dannhauser, Dundee, Durban,  
Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma,  
Ixopo, Kliprivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umfo-  
lozi, Mahlabatini, Mapamulo, Mooirivier, Msinga, Mtonjaneni, Mtun-  
zini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Non-  
goma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port  
Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto,  
Underberg, Utrecht, Vryheid en Weenen, maar uitgesonderd enige  
gedeeltes van hierdie landroosdistrikte wat ingevolge Proklamasie R. 11  
van 1977, wat in die *Staatskoerant* van 28 Januarie 1977 verskyn het,  
binne die selfregerende gebied KwaZulu val, in die werksaamhede uit-  
eengesit in paragrawe (a), (b) en (c) van die omskrywing van "Elektro-  
tegniese Nywerheid" in klousule 3.

(2) Ondanks subklousule (1), is die Ooreenkoms van toepassing op—

(a) vakleerlinge slegs vir sover dit nie strydig is nie met die Wet op  
Vakleerlinge, 1944, of met voorwaardes wat daarkragtig gestel is;

(b) kwekelinge slegs vir sover dit nie strydig is nie met die Wet op  
Opleiding van Ambagsmanne, 1951, of met voorwaardes wat daarkrag-  
tig voorgeskryf is.

(3) Vir die toepassing van hierdie Ooreenkoms word die weeklikse  
loonskaal van vakleerlinge, voorgeskryf kragtens die Wet op Vakleerlinge,  
1944 (Wet 37 van 1944), as die weekloon van sodanige werknemers  
gemeem en is die "uurloon" die weekloon soos hierbo bereken, gedeel  
deur die getal gewone ure wat daar in die betrokke bedryfsinrigting gewerk  
word.

## 2. ALGEMENE BEPALINGS

Vervang klousule 4 deur die volgende:

## "4. ALGEMENE BEPALINGS

Die bepalinge vervat in klousules 3 tot 9 (3) (g), 9 (3) (i) tot 9 (4), 10  
(soos gewysig by klousule 3 hieronder), 11, 12, 13 (soos gewysig by  
klousule 4 hieronder), 14 tot 17, 19, 20, 22 tot 27, 28 (soos gewysig by  
klousule 5 hieronder), en 29 tot 31 van Deel I, klousules 1 (soos gewysig  
by klousule 6 hieronder), 2, 3, 4 (soos gewysig by klousule 7 hieronder), 5  
tot 9, 11 en 12 van Seksie I en Seksie 2 en 3 van Deel II van die Vorige  
Ooreenkoms is van toepassing op werkgewers en werknemers."

3. SLUITING VAN BEDRYFSINRIGTING OP 'N GEWONE  
WERKDAG

Klousule 10 van Deel I van die Vorige Ooreenkoms word soos volg  
gewysig:

In subklousule (4), vervang die uitdrukkings "Paasmaandag" en  
"Gesinsdag" onderskeidelik deur die uitdrukkings "Gesinsdag" en  
"Welwillendheidsdag".

## 4. BETALING VIR SEKERE OPENBARE VAKANSIEDAE

Klousule 13 van Deel I van die Vorige Ooreenkoms word soos volg  
gewysig:

(1) In subklousule (1), vervang die uitdrukkings "Paasmaandag" en  
"Gesinsdag" onderskeidelik waar dit ook al voorkom, deur die uitdruk-  
kings "Gesinsdag" en "Welwillendheidsdag".

## SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY  
(NATAL)

## ELECTRICAL CONTRACTING SECTION

## AGREEMENT

in terms of the Industrial Conciliation Act, 1956, made and entered into by  
and between the

Electrical Contractors' Association (South Africa)

(hereinafter referred to as the "employers" or the "employers' organisa-  
tion"), of the one part, and the

Amalgamated Engineering Union

and the

South African Electrical Workers' Association

(hereinafter referred to as the "employees" or the "trade unions"), of the  
other part,

being parties to the Industrial Council for the Electrical Industry (Natal), to  
amend the Agreement published under Government Notice R. 1109 of 22  
May 1981.

## PART I

GENERAL CONDITIONS APPLICABLE THROUGHOUT THIS  
AGREEMENT

## 1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by employers and  
employees in the Electrical Industry—

(a) who are members of the employers' organisation and trade unions,  
respectively; and

(b) who are engaged or employed in the Magisterial Districts of Al-  
fred, Babanango, Bergville, Camperdown, Dannhauser, Dundee, Dur-  
ban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwa-  
vuma, Ixopo, Klip River, Kranskop, Lions River, Lower Tugela, Lower  
Umfolozi, Mahlabatini, Mapamulo, Mooi River, Msinga, Mtonjaneni,  
Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Non-  
goma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela,  
Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto,  
Underberg, Utrecht, Vryheid and Weenen, but excluding any portions  
of those Magisterial districts falling within the self-governing territory of  
KwaZulu in terms of Proclamation R. 11 of 1977, which appeared in the  
*Gazette* of 28 January 1977, in the operations set forth in paragraphs (a),  
(b) and (c) of the definition of "Electrical Industry" in clause 3.

(2) Notwithstanding the provisions of subclause (1), the terms of the  
Agreement shall apply—

(a) to apprentices only in so far as they are not inconsistent with the  
provisions of the Apprenticeship Act, 1944, or any conditions fixed  
thereunder;

(b) to trainees only to the extent to which they are not inconsistent  
with any provisions of the Training of Artisans Act, 1951, or any condi-  
tions prescribed in terms thereof.

(3) For purposes of this Agreement, the weekly wage rate of apprentices  
prescribed under the Apprenticeship Act, 1944 (Act 37 of 1944), shall be  
taken to be the weekly wage of such employees, and the "hourly rate"  
shall be the weekly wage calculated as above, divided by the number of  
ordinary hours worked in the establishment concerned.

## 2. GENERAL PROVISIONS

Substitute the following for clause 4:

## "4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 9 (3) (g), 9 (3) (i) to 9 (4), 10  
(as amended by clause 3 hereunder), 11, 12, 13 (as amended by clause 4  
hereunder), 14 to 17, 19, 20, 22 to 27, 28 (as amended by clause 5  
hereunder), and 29 to 31 of Part I, clauses 1 (as amended by clause 6  
hereunder), 2, 3, 4 (as amended by clause 7 hereunder), 5 to 9, 11 and 12  
of Section I and Sections 2 and 3 of Part II of the Former Agreement shall  
apply to employers and employees."

3. CLOSING OF ESTABLISHMENT ON AN ORDINARY WORKING  
DAY

Clause 10 of Part I of the Former Agreement is amended as follows:

In subclause (4), substitute the expressions "Family Day", "Day of the  
Vow" and "Day of Goodwill" for the expressions "Easter Monday",  
"Day of the Covenant" and "Boxing Day", respectively.

## 4. PAYMENT FOR CERTAIN PUBLIC HOLIDAYS

Clause 13 of Part I of the Former Agreement is amended as follows:

(1) In subclause (1), substitute the expressions "Family Day", "Day of  
the Vow" and "Day of Goodwill" for the expressions "Easter Monday",  
"Day of the Covenant" and "Boxing Day", respectively wherever they  
appear.

(2) In subklousule (3), vervang die uitdrukkings "Paasmaandag" en "Gesinsdag" onderskeidelik deur die uitdrukkings "Gesinsdag" en "Welwillendheidsdag".

### 5. JAARLIKE SLUITING

Klousule 28 van Deel I van die Vorige Ooreenkoms word soos volg gewysig:

In subklousule (4), vervang die uitdrukking "Gesinsdag" waar dit ook al voorkom, deur die uitdrukking "Welwillendheidsdag".

### 6. VOORGESKREWE LONE EN/OF VERDIENSTE

Klousule 1 van Seksie 3 van Deel II van die Vorige Ooreenkoms word soos volg gewysig:

Vervang klousule 1 deur die volgende:

#### "1. VOORGESKREWE LONE EN/OF VERDIENSTE"

| (1) Loon A                                                                                                                                                                                                                                                                                                                                                    | Per uur<br>R     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| (a) Geregistreerde draadwerker, spesialisambagsman en ambagsman (soos in hierdie Ooreenkoms omskryf) .....                                                                                                                                                                                                                                                    | 3,54             |
| (b) Installering en/of herstel en/of versiening van dief- en ander soortgelyke alarmstelsels met 'n hoër spanning as 40 volt .....                                                                                                                                                                                                                            | 3,54             |
| (c) Werk van 'n telefoonelektisiën .....                                                                                                                                                                                                                                                                                                                      | 3,54             |
| (2) Loon D                                                                                                                                                                                                                                                                                                                                                    |                  |
| (a) Installering van antennes op verbruiker se perseel .....                                                                                                                                                                                                                                                                                                  | 2,27             |
| (b) Eerste ses maande ondervinding (Loon DD) .....                                                                                                                                                                                                                                                                                                            | 1,80             |
| (3) Installeerders van stelselinstallasies en elektriese leipype                                                                                                                                                                                                                                                                                              |                  |
| (a) Installeerders van stelselinstallasies .....                                                                                                                                                                                                                                                                                                              | 2,20             |
| (b) Installeerder van elektriese leipype na voltooiing van 12 maande as installeerder van elektriese leipype in die Nywerheid ná registrasie ingevolge artikel 11 (2) (b) van die Wet op Elektrotegniese Draadwerkers en Aannemers, 1939 .....                                                                                                                | 1,92             |
| (c) Installeerder van elektriese leipype gedurende die 12 maande as installeerder van elektriese leipype in die Nywerheid ná registrasie ingevolge artikel 11 (2) (b) van die Wet op Elektrotegniese Draadwerkers en Aannemers, 1939 .....                                                                                                                    | 1,53             |
| (d) Leerlinginstalleerder van elektriese leipype gedurende opleiding .....                                                                                                                                                                                                                                                                                    | 1,25             |
| (4) Drywers                                                                                                                                                                                                                                                                                                                                                   | Per week<br>R    |
| Tarra van voertuig—                                                                                                                                                                                                                                                                                                                                           |                  |
| (a) tot 3 500 kg .....                                                                                                                                                                                                                                                                                                                                        | 49,35            |
| (b) meer as 3 500 kg maar hoogstens 9 000 kg .....                                                                                                                                                                                                                                                                                                            | 63,65            |
| (c) meer as 9 000 kg .....                                                                                                                                                                                                                                                                                                                                    | 67,23            |
| "Voertuig" beteken 'n vervoermiddel wat deur ander krag as menslike of dierlike krag voortbeweeg word; met inbegrip van 'n trekker.                                                                                                                                                                                                                           |                  |
| (5) Wagie.—R51,00 per week.                                                                                                                                                                                                                                                                                                                                   |                  |
| (a) Die gewone werke van 'n wag mag hoogstens 12 uur per skof wees waar ses dae per week gewerk word.                                                                                                                                                                                                                                                         |                  |
| (b) Die uurloon van 'n wag word bereken deur sy weekloon soos hierin gespesifiseer deur 72 te deel.                                                                                                                                                                                                                                                           |                  |
| (6) Leerlingingenieurs en/of goedgekeurde studente                                                                                                                                                                                                                                                                                                            | Per uur<br>R     |
| Eerste jaar leerlingkap .....                                                                                                                                                                                                                                                                                                                                 | 1,30             |
| Tweede jaar leerlingkap .....                                                                                                                                                                                                                                                                                                                                 | 1,70             |
| Daarna .....                                                                                                                                                                                                                                                                                                                                                  | 1,75             |
| (7) Loon DDD                                                                                                                                                                                                                                                                                                                                                  |                  |
| Die volgende werksaamhede wanneer hulle verrig word in die werkwinkel van 'n bedryfsinrigting in verband met die herstel van toestelle (uitgesonderd roteer- of wederkerige toestelle wat van 'n motor in enige vorm gebruik maak) met 'n las van hoogstens vyf ampère, behalwe ten opsigte van huishoudelike verkoelers waar die las hoogstens 10 ampère is: |                  |
| (a) Herstel en/of vervanging van verwarmings elemente aan toestelle .....                                                                                                                                                                                                                                                                                     | R1,55<br>per uur |
| (b) Herstel en/of vervanging van keramiek- of ander isoleerspasiëers en/of -vormers wat vir verwarmingselemente gebruik word, insluitende die vassit daarvan .....                                                                                                                                                                                            |                  |
| (c) Herstel en/of hermontering van verwarmings elementhouers .....                                                                                                                                                                                                                                                                                            |                  |
| (d) Herstel en/of vervanging van koorde aan toestelle .....                                                                                                                                                                                                                                                                                                   |                  |
| (8) Loon H                                                                                                                                                                                                                                                                                                                                                    | Per uur<br>R     |
| Arbeider—Graad I                                                                                                                                                                                                                                                                                                                                              |                  |
| Landrodistrikte Durban en Pinetown .....                                                                                                                                                                                                                                                                                                                      | 1,05             |
| Munisipale gebied Pietermaritzburg .....                                                                                                                                                                                                                                                                                                                      | 1,04             |
| Munisipale gebiede Newcastle, Ladysmith, Empangeni en Richardsbaai .....                                                                                                                                                                                                                                                                                      | 1,03             |
| Res van Natal .....                                                                                                                                                                                                                                                                                                                                           | 0,94             |

(2) In subclause (3), substitute the expressions "Family Day", "Day of the Vow" and "Day of Goodwill" for the expressions "Easter Monday", "Day of the Covenant" and "Boxing Day", respectively.

### 5. ANNUAL SHUT-DOWN

Clause 28 of Part I of the Former Agreement is amended as follows:

In subclause (4), substitute the expression "Day of Goodwill" for the expression "Boxing Day" wherever it appears.

### 6. SCHEDULE OF WAGES AND/OR EARNINGS

Clause 1 of Section 3 of Part II of the Former Agreement is amended as follows:

Substitute the following for clause 1:

#### "1. SCHEDULE OF WAGES AND/OR EARNINGS"

| (1) Rate A                                                                                                                                                                                                                                                                                                                       | Per hour<br>R |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| (a) Registered wireman, specialist artisan and artisan (as defined in this Agreement) .....                                                                                                                                                                                                                                      | 3,54          |
| (b) Installation and/or repair and/or servicing of burglar and other similar alarm systems operated at a voltage in excess of 40 volts .....                                                                                                                                                                                     | 3,54          |
| (c) Telephone electrician's work .....                                                                                                                                                                                                                                                                                           | 3,54          |
| (2) Rate D                                                                                                                                                                                                                                                                                                                       |               |
| (a) Installation of aerials on consumer's premises .....                                                                                                                                                                                                                                                                         | 2,27          |
| (b) First six months of experience (Rate DD) .....                                                                                                                                                                                                                                                                               | 1,80          |
| (3) Systemised installations installers and electrical conduit installers:                                                                                                                                                                                                                                                       |               |
| (a) Systemised installations installers .....                                                                                                                                                                                                                                                                                    | 2,20          |
| (b) Electrical conduit installer after completion of 12 months as an electrical conduit installer in the Industry after registration in terms of section 11 (2) (b) of the Electrical Wiremen and Contractors Act, 1939 .....                                                                                                    | 1,92          |
| (c) Electrical conduit installer during the 12 months as an electrical conduit installer in the Industry after registration in terms of section 11 (2) (b) of the Electrical Wiremen and Contractors Act, 1939 .....                                                                                                             | 1,53          |
| (d) Learner electrical conduit installer during training .....                                                                                                                                                                                                                                                                   | 1,25          |
| (4) Drivers                                                                                                                                                                                                                                                                                                                      | Per week<br>R |
| Tare of vehicle—                                                                                                                                                                                                                                                                                                                 |               |
| (a) up to 3 500 kg .....                                                                                                                                                                                                                                                                                                         | 49,35         |
| (b) over 3 500 kg but not over 9 000 kg .....                                                                                                                                                                                                                                                                                    | 63,65         |
| (c) over 9 000 kg .....                                                                                                                                                                                                                                                                                                          | 67,23         |
| "Vehicle" means a conveyance propelled by other than human or animal power and includes a tractor.                                                                                                                                                                                                                               |               |
| (5) Watchmen—R51,00 per week.                                                                                                                                                                                                                                                                                                    |               |
| (a) The ordinary hours of work of a watchman shall not exceed 12 hours per shift for a six-day week.                                                                                                                                                                                                                             |               |
| (b) The hourly rate of a watchman shall be calculated by dividing his weekly wages herein specified by 72.                                                                                                                                                                                                                       |               |
| (6) Pupil engineers and/or approved students                                                                                                                                                                                                                                                                                     | Per hour<br>R |
| First year of pupilage .....                                                                                                                                                                                                                                                                                                     | 1,30          |
| Second year of pupilage .....                                                                                                                                                                                                                                                                                                    | 1,70          |
| Thereafter .....                                                                                                                                                                                                                                                                                                                 | 1,75          |
| (7) Rate DDD                                                                                                                                                                                                                                                                                                                     |               |
| The following operations when performed in the workshop of an establishment in connection with the repair of appliances (other than rotating or reciprocating appliances utilising a motor in any form) of a load not exceeding five amperes, except in respect of domestic radiators where the load does not exceed 10 amperes: |               |
| (a) Repair and/or replacement of heating elements on appliances .....                                                                                                                                                                                                                                                            | R1,55 p.h.    |
| (b) Repair and/or replacement of ceramic or other insulating spacers and/or formers used for heating elements, including fixing .....                                                                                                                                                                                            |               |
| (c) Repair and/or reassembly of heating element containers .....                                                                                                                                                                                                                                                                 |               |
| (d) Repair and/or replacement of cords to appliances .....                                                                                                                                                                                                                                                                       |               |
| (8) Rate H                                                                                                                                                                                                                                                                                                                       | Per hour<br>R |
| Labourers—Grade I                                                                                                                                                                                                                                                                                                                |               |
| Magisterial Districts of Durban and Pinetown .....                                                                                                                                                                                                                                                                               | 1,05          |
| Municipal area of Pietermaritzburg .....                                                                                                                                                                                                                                                                                         | 1,04          |
| Municipal areas of Newcastle, Ladysmith, Empangeni and Richards Bay .....                                                                                                                                                                                                                                                        | 1,03          |
| Rest of Natal .....                                                                                                                                                                                                                                                                                                              | 0,94          |

| (8)                                                                      | Per uur<br>R |
|--------------------------------------------------------------------------|--------------|
| (9) Loon I                                                               |              |
| <i>Arbeider—Graad II</i>                                                 |              |
| Landdrosdistrikte Durban en Pinetown .....                               | 1,03         |
| Munisipale gebied Pietermaritzburg .....                                 | 1,02         |
| Munisipale gebiede Newcastle, Ladysmith, Empangeni en Richardsbaai ..... | 1,01         |
| Res van Natal .....                                                      | 0,93"        |

## 7. AANPASSING VAN LONE

Klousule 4 van Seksie 3 van Deel II van die Vorige Ooreenkoms word soos volg gewysig:

Vervang klousule 4 deur die volgende:

## "4. AANPASSING VAN LONE

(1) Elke werknemer wat op 31 Augustus 1981 werk verrig wat in hierdie Seksie van die Ooreenkoms soos hieronder ingedeel word, moet, terwyl hy by dieselfde werkgever in diens is en ongeag of sy werklike loonskaal onmiddellik voor genoemde datum hoër was as dié wat in hierdie Ooreenkoms vir sy klas werk voorgeskryf word of nie, minstens die werklike loonskaal betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus 'n addisionele bedrag vir sy klas werk soos volg:

|                | Per uur<br>c |
|----------------|--------------|
| Loon A .....   | 40           |
| Loon D .....   | 20           |
| Loon DD .....  | 20           |
| Loon DDD ..... | 20           |

*Installeerders van elektriese leipype*

|                                                                                                                                                                                                                                            |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Installeerder van elektriese leipype na voltooiing van 12 maande as installeerder van elektriese leipype in die Nywerheid na registrasie ingevolge artikel 11 (2) (b) van die Wet op Elektrotegniese Draadwerkers en Aannemers, 1939 ..... | 20 |
| Installeerder van elektriese leipype gedurende die 12 maande as installeerder van elektriese leipype in die Nywerheid na registrasie ingevolge artikel 11 (2) (b) van die Wet op Elektrotegniese Draadwerkers en Aannemers, 1939 .....     | 20 |
| Leerlinginstalleerder van elektriese leipype gedurende opleiding .....                                                                                                                                                                     | 20 |

*Drywers*

|                                                    | Per week<br>R |
|----------------------------------------------------|---------------|
| Tarra van voertuig—                                |               |
| (a) tot 3 500 kg .....                             | 9,00          |
| (b) meer as 3 500 kg maar hoogstens 9 000 kg ..... | 9,00          |
| (c) meer as 9 000 kg .....                         | 9,00          |
| Wagte.—R10,65 per week.                            |               |

*Leerlingingenieurs en/of goedgekeurde studente*

|                                  | Per uur<br>c |
|----------------------------------|--------------|
| Eerste jaar leerlingenskap ..... | 20           |
| Tweede jaar leerlingenskap ..... | 20           |
| Daarna .....                     | 20           |

## Loon H

|                                                                          | Per uur<br>c |
|--------------------------------------------------------------------------|--------------|
| <i>Arbeider—Graad I</i>                                                  |              |
| Landdrosdistrikte Durban en Pinetown .....                               | 20           |
| Munisipale gebied Pietermaritzburg .....                                 | 20           |
| Munisipale gebiede Newcastle, Ladysmith, Empangeni en Richardsbaai ..... | 20           |
| Res van Natal .....                                                      | 20           |

## Loon I

|                                                                          | Per uur<br>c |
|--------------------------------------------------------------------------|--------------|
| <i>Arbeider—Graad II</i>                                                 |              |
| Landdrosdistrikte Durban en Pinetown .....                               | 20           |
| Munisipale gebied Pietermaritzburg .....                                 | 20           |
| Munisipale gebiede Newcastle, Ladysmith, Empangeni en Richardsbaai ..... | 20           |
| Res van Natal .....                                                      | 20           |

Met dien verstande dat—

(i) die addisionele bedrag wat ingevolge hierdie subklousule aan 'n werknemer vir sy klas werk betaalbaar is, verminder mag word met die bedrag van enige verhoging of verhogings wat op of na 1 Maart 1981 aan sodanige werknemer toegestaan word;

(ii) 'n werknemer wat na 1 Maart 1981 in diens geneem is teen 'n loonskaal wat minstens gelyk is aan die loonskaal vir sy klas werk voorgeskryf op 31 Augustus 1981 nie geregtig is op die addisionele bedrag wat in hierdie subklousule vir sy klas werk gespesifiseer word nie;

(iii) 'n werkgever nie die loonskaal van 'n werknemer aan wie 'n groter verhoging as die addisionele bedrag in hierdie subklousule gespesifiseer op of na 1 Maart 1981 vir sy klas werk toegeken is, mag verminder nie en dat 'n werknemer nie 'n laer loon betaal mag word nie as die loon wat vir sy klas werk in hierdie Ooreenkoms voorgeskryf word;

| (9) Rate I                                                                | Per hour<br>R |
|---------------------------------------------------------------------------|---------------|
| <i>Labourers—Grade II</i>                                                 |               |
| Magisterial Districts of Durban and Pinetown .....                        | 1,03          |
| Municipal area of Pietermaritzburg .....                                  | 1,02          |
| Municipal areas of Newcastle, Ladysmith, Empangeni and Richards Bay ..... | 1,01          |
| Rest of Natal .....                                                       | 0,93."        |

## 7. ADJUSTMENT OF WAGES

Clause 4 of Section 3 of Part II of the Former Agreement is amended as follows:

Substitute the following for clause 4:

## "4. ADJUSTMENT OF WAGES

(1) Every employee who on 31 August 1981 is employed on work classified in this Section of the Agreement as set out below shall, while in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus an additional amount for his class of work as follows:

|                | Per hour<br>c |
|----------------|---------------|
| Rate A .....   | 40            |
| Rate D .....   | 20            |
| Rate DD .....  | 20            |
| Rate DDD ..... | 20            |

*Electrical conduit installers*

|                                                                                                                                                                                                                           |    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Electrical conduit installer after completion of 12 months as an electrical conduit installer in the Industry after registration in terms of section 11 (2) (b) of the Electrical Wiremen and Contractors Act, 1939 ..... | 20 |
| Electrical conduit installer during the 12 months as an electrical conduit installer in the Industry after registration in terms of section 11 (2) (b) of the Electrical Wiremen and Contractors Act, 1939 .....          | 20 |
| Learner electrical conduit installer during training .....                                                                                                                                                                | 20 |

*Drivers*

|                                               | Per week<br>R |
|-----------------------------------------------|---------------|
| Tare of vehicle—                              |               |
| (a) up to 3 500 kg .....                      | 9,00          |
| (b) over 3 500 kg but not over 9 000 kg ..... | 9,00          |
| (c) over 9 000 kg .....                       | 9,00          |

Watchmen—R10,65 per week

*Pupils engineers and/or approved students*

|                               | Per hour<br>c |
|-------------------------------|---------------|
| First year of pupilage .....  | 20            |
| Second year of pupilage ..... | 20            |
| Thereafter .....              | 20            |

## Rate H

|                                                                           | Per hour<br>c |
|---------------------------------------------------------------------------|---------------|
| <i>Labourers—Grade I</i>                                                  |               |
| Magisterial Districts of Durban and Pinetown .....                        | 20            |
| Municipal area of Pietermaritzburg .....                                  | 20            |
| Municipal areas of Newcastle, Ladysmith, Empangeni and Richards Bay ..... | 20            |
| Rest of Natal .....                                                       | 20            |

## Rate I

|                                                                           | Per hour<br>c |
|---------------------------------------------------------------------------|---------------|
| <i>Labourers—Grade II</i>                                                 |               |
| Magisterial District of Durban and Pinetown .....                         | 20            |
| Municipal area of Pietermaritzburg .....                                  | 20            |
| Municipal areas of Newcastle, Ladysmith, Empangeni and Richards Bay ..... | 20            |
| Rest of Natal .....                                                       | 20            |

Provided that—

(i) the additional amount payable in terms of this subclause to an employee for his class of work may be reduced by the amount of any increase or increases granted to such employee on or subsequent to 1 March 1981;

(ii) any employee who was engaged after 1 March 1981 at a rate of pay not less than the rate of pay prescribed for his class of work as at 31 August 1981 shall not be entitled to be paid the additional amount specified in this subclause for his class of work;

(iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subclause for his class of work has been awarded on or subsequent to 1 March 1981 and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement;

(iv) vir die toepassing van hierdie Ooreenkoms die lone wat ingevolge hierdie subklousule van toepassing is, *mutatis mutandis* van toepassing is op werknemers wat aansporingsbonuswerk ooreenkomstig klousule 11 van Deel I van hierdie Ooreenkoms verrig."

Namens die partye op hede die 25ste dag van Junie 1981 te Durban onderteken.

B. NICHOLSON, Voorsitter van die Raad.

A. J. WILLEMS, Lid van die Raad.

D. F. ANTHONY, Sekretaris van die Raad.

No. R. 1786

28 Augustus 1981

#### WET OP NYWERHEIDSVERSOENING, 1956

#### ELEKTROTEGNIËSE NYWERHEID, NATAL.—HER- NUWING VAN OOREENKOMS VIR DIE ELEKTRO- TEGNIËSE AANNEMINGSEKSIE

Ek, Stephanus Petrus Botha, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermentskennisgewing R. 1109 van 22 Mei 1981 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1981 eindig.

S. P. BOTHA, Minister van Mannekrag.

(iv) for the purposes of this Agreement the rates applicable in terms of this subclause shall *mutatis mutandis* apply to employees employed on incentive bonus work in terms of clause 11 of Part I of this Agreement."

Signed at Durban as authorised for and on behalf of the parties this 25th day of June 1981.

B. NICHOLSON, Chairman of the Council.

A. J. WILLEMS, Member of the Council.

D. F. ANTHONY, Secretary of the Council.

No. R. 1786

28 August 1981

#### INDUSTRIAL CONCILIATION ACT, 1956

#### ELECTRICAL INDUSTRY, NATAL.—RENEWAL OF AGREEMENT FOR THE ELECTRICAL CONTRACT- ING SECTION

I, Stephanus Petrus Botha, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notice R. 1109 of 22 May 1981 to be effective from the date of publication of this notice and for the period ending 31 December 1981.

S. P. BOTHA, Minister of Manpower.

### DIE BLOMPLANTE VAN AFRIKA

Hierdie publikasie word uitgegee as 'n geïllustreerde reeks, baie na die aard van Curtis se "Botanical Magazine". Die doel van die werk is om die skoonheid en variasie van vorm van die flora van Afrika aan die leser bekend te stel, om belangstelling in die studie en kweek van die inheemse plante op te wek, en om plantkunde in die algemeen te bevorder.

Die meeste van die illustrasies word deur kunstenaars van die Navorsingsinstituut vir Plantkunde gemaak, dog die redakteur verwelkom geskikte bydraes van 'n wetenskaplike en kunsstandaard afkomstig van verwante inrigtings.

Onder huidige omstandighede word twee dele van die werk gelyktydig gepubliseer, maar met onreëlmatige tussenpose; elke deel bevat tien kleurplate. Intekengeld bedra R5 per deel (buitelands R5,25 per deel): Vier dele per band. Vanaf band 27 is die prys per band in linne gebind R30; in moroccoleer gebind R35. (Buitelands, linne gebind R31; moroccoleer R36).

Verkrygbaar van die Direkteur, Afdeling Landbouinligting, Privaatsak X144, Pretoria.

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This publication is issued as an illustrated serial, much on the same lines as Curtis's Botanical Magazine, and for imitating which no apology need be tendered.

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The illustrations are prepared mainly by the artists at the Botanical Research Institute, but the Editor welcomes contributions of suitable artistic and scientific merit from kindred institutions.

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